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# Iowa Legislative Services Agency Fiscal Services

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## Average Teacher Salaries - Impact of Student Achievement and Teacher Quality Legislation

### ISSUE

Iowa's average teacher salary has remained relatively stagnant in the national rankings compared to other states. This *Issue Review* provides analysis of how Iowa's average full-time teacher salary and national ranking has changed since the implementation of the Student Achievement/Teacher Quality Act and also provides information on the impact of the legislation on individual school districts.

A separate *Issue Review* will provide an analysis of the impact of Student Achievement/Teacher Quality on teacher retention in Iowa.

### AFFECTED AGENCIES

Department of Education  
Local Education Agencies (School Districts)  
Area Education Agencies

### CODE AUTHORITY

Chapter 284, Code of Iowa

### BACKGROUND

During the 2001 Legislative Session, Senate File 476 (Student Achievement/Teacher Quality Act) and House File 413 (Student Achievement/Teacher Quality Appropriations Act) were passed and enacted. These two Acts combined provided the initial policy and funding for the Student Achievement and Teacher Quality Program.

### **Minimum Salary Amounts**

Prior to FY 2002 the minimum salary amount for Iowa teachers was \$23,000. Senate File 476 established a career ladder and set minimum salaries for the specific steps on the career ladder. The steps and the initial minimum salary amounts were as follows:

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- Beginning Teacher - \$24,500
- Career Teacher - \$26,500
- Career II Teacher – Established a goal of a \$30,000 minimum salary but was not mandated
- Advanced Teachers – Established a goal of a \$30,000 minimum salary but was not mandated

Additionally, SF 476 established long range minimum salary goals for each of the career ladder steps as follows:

- Beginning Teacher - \$28,000
- Career Teacher - \$30,000
- Career II Teacher - \$35,000
- Advanced Teacher - \$43,500

During the 2002 Legislative Session, a new salary category of first year career teacher was established in HF 2549 (Education Appropriations Act) with a salary of \$25,500. The purpose of this addition was to increase the salary of teachers that were classified as beginning teachers during the 2001-2002 school year. All the other minimum salary levels were frozen at the previous year’s amount. School districts could still increase the salary amounts, but it was not required.

The codified long range minimum salary goals were repealed in HF 2792 (Additional Education Funding Act) during the 2006 Legislative Session. The Act codified the minimum salary levels for beginning teachers at \$25,500, for first-year career teachers at \$26,500, and for all other career teachers at \$27,500.

**Table 1** provides the minimum salary levels for each of the career ladder levels for each of the fiscal years the legislation has been in place.

**Table 1  
Minimum Salary Levels by Career Level from FY 2002 through FY 2008**

<b>Career Level</b>	<b>FY 2002 <sup>1</sup></b>	<b>FY 2003 <sup>2</sup></b>	<b>FY 2004 <sup>3</sup></b>	<b>FY 2005 <sup>4</sup></b>	<b>FY 2006 <sup>5</sup></b>	<b>FY 2007 <sup>6</sup></b>	<b>FY 2008 <sup>7</sup></b>
Beginning Teacher	\$24,500	\$24,500	\$24,500	\$24,500	\$24,500	\$25,500	\$26,500
First-Year Career Teacher	N.A.	\$25,500	\$25,500	\$25,500	\$25,500	\$26,500	\$27,500
Career Teacher	\$26,500	\$26,500	\$26,500	\$26,500	\$26,500	\$27,500	\$28,500
Career II Teacher*	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	\$32,500	\$33,500
Advanced Teacher*	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	\$40,500	\$41,500

\*These minimum salaries are goals of the General Assembly. No strict enactment of these salary levels has been implemented (Iowa Code, 284.7(2a and b)).

1. FY 2002 minimum salary amounts established in SF 476.  
 2. FY 2003 minimum salary amounts frozen at the FY 2002 amounts in HF 2549. Added first-year career teacher level with a minimum salary for \$25,500.  
 3. FY 2004 minimum salary amounts frozen at the FY 2003 amounts in HF 549.  
 4. FY 2005 minimum salary amounts frozen at the FY 2004 amounts in SF 2298.  
 5. FY 2006 minimum salary amounts frozen at the FY 2005 amounts in HF 816.  
 6. FY 2007 minimum salary amounts codified for Beginning, First-year Career, and Career teachers in HF 2792. Repealed long-range salary level goals.  
 7. FY 2008 minimum salary amounts codified for Beginning, First-year Career, and Career teachers in SF 277.

### Student Achievement/Teacher Quality Allocations

Since FY 2001, legislation has created and funded a variety of new programs within the Student Achievement and Teacher Quality Program. **Appendix A** has a complete listing of all the Student Achievement/Teacher Quality Program allocations from FY 2002 to FY 2009. The Teacher Compensation allocation is specifically designated to increase teacher salaries. The initial allocation for teacher compensation in FY 2002 was \$31.2 million. The 2007 General Assembly committed \$141.3 million in FY 2008 and \$232.5 million in FY 2009 to the teacher compensation allocation. The increase over the previous year's allocation can be thought of as "new" money that will be used to help increase the previous year's average salary. **Table 2** provides a complete listing of the amounts allocated to teacher compensation from FY 2002 through FY 2009.

**Table 2**  
**Student Achievement/Teacher Quality Program Teacher Compensation Allocations**  
**FY 2002 Through FY 2009**

	Teacher Compensation Allocation (in Millions)	Percentage Change In Allocation from Previous Year	Overall Percentage Change from Initial Allocation	Change From the Previous Year's Allocation - "New" Money (in Millions)
FY 2009	\$232.5	64.6%	645.2%	\$91.2
FY 2008	\$141.3	86.3%	352.8%	\$65.5
FY 2007	\$75.8	63.8%	143.0%	\$29.5
FY 2006	\$46.3	14.5%	48.3%	\$5.8
FY 2005	\$40.4	7.8%	29.6%	\$2.9
FY 2004	\$37.5	16.3%	20.2%	\$5.3
FY 2003	\$32.3	3.4%	3.4%	\$1.1
FY 2002	\$31.2	N.A.	N.A.	\$31.2

Based on the allocations provided for FY 2008 and FY 2009 and the substantial increase in "new" money, average teacher salaries should see significant increases in the next two school years (2007-2008 and 2008-2009).

### CURRENT SITUATION

One of the initial goals of the Student Achievement/Teacher Quality legislation was to provide funding for teacher salaries to entice talented teachers to stay in the Iowa education system and to provide higher salary levels for students looking for a career after graduating from college. During the 2007 Legislative Session it was noted that another goal of the teacher compensation allocation was to bring Iowa to at least 25<sup>th</sup> in the country in the national rankings of average teacher salary.

The following analysis of average teacher salaries is divided into three sections. The first section details Iowa's rank nationally for the average teacher salary. The second details Iowa's average salary since FY 1996 and how the Student Achievement/Teacher Quality legislation has impacted salaries. The third section will examine the impact of the legislation at the local school district level.

### Iowa's National Ranking for Average Teacher Salary

The National Education Association (NEA) has collected and reported teacher salary data annually from all states since the 1960's.<sup>1</sup> The Iowa Department of Education submitted the state's average regular salary for the 2005-2006 NEA report. Previous submissions from the Department to NEA were the average total salary that included extra duty pay. Extra duty pay is defined as extra salary paid for duties that go beyond the responsibilities of the direct position. Examples of extra duties include coaching, yearbook sponsorship, and supervision of school organizations. Prior to 2002, the Iowa Department of Education collected total salary that included extra duty pay and did not have information pertaining to regular salary. It should be noted that making state average teacher salary comparisons should be done with caution. While the intent is to provide comparable data from each of the states, there are limitations in the average salary data due to varying definitions of salary by states.

**Table 3** compares Iowa's average teacher salary to national data based on the NEA survey. Iowa's estimated ranking in 2006 was 40<sup>th</sup> compared to all other states. As noted earlier, this information is based on Iowa's regular average salary. In the other years displayed Iowa's ranking, based on total average salary, ranged from 38<sup>th</sup> in FY 2005 to 34<sup>th</sup> in FY 1998. Using average regular salary for the years available, Iowa's rank would have been 38<sup>th</sup> in FY 2002, 42<sup>nd</sup> in FY 2004, and 40<sup>th</sup> in FY 2006.

**Table 3**  
**Iowa's Average Salary Compared to the National Average and National State Median**  
**FY 1998 to FY 2006**

	National Average	National State Median Teacher Salary	Iowa's Average Teacher Salary Reported to NEA	Iowa's Ranking Based on Salary Amounts Submitted to NEA	Iowa's Average Regular Salary	Rank Based on Average Regular Salary
FY 2007**	N.A.	N.A.	N.A.	N.A.	\$42,922	N.A.
FY 2006*	\$49,109	\$44,426	\$40,877	40	\$40,877	40
FY 2005	\$47,750	\$43,466	\$40,344	38	\$39,284	41
FY 2004	\$46,726	\$42,254	\$39,432	38	\$38,381	42
FY 2003	\$45,810	\$41,795	\$39,059	34	\$38,000	40
FY 2002	\$44,632	\$40,002	\$38,230	34	\$37,243	38
FY 2001	\$43,400	\$38,361	\$36,479	37	N.A.	N.A.
FY 2000	\$41,754	\$37,734	\$35,678	34	N.A.	N.A.
FY 1999	\$40,580	\$37,266	\$34,998	34	N.A.	N.A.
FY 1998	\$39,454	\$36,654	\$34,084	34	N.A.	N.A.

\*Iowa Department of Education began reporting average regular salary. Other years had average total salary.  
\*\*FY 2007 data from the National Education Association (NEA) is not currently available.

Sources:

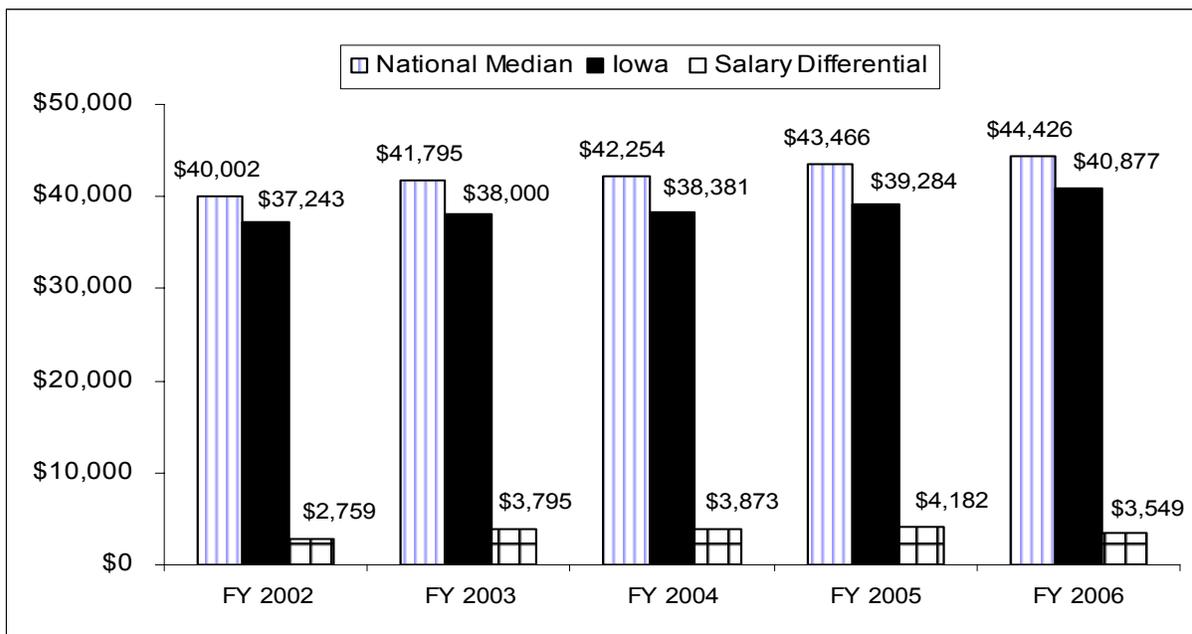
National Education Association, *Rankings and Estimates*

Iowa Department of Education, Basic Educational Data Survey (BEDS), Licensed Staff File.

<sup>1</sup> National Education Association, *Ranking and Estimates*, November, 2006, page vii.

In FY 2002, the initial year of the Student Achievement/Teacher Quality (SATQ) legislation, Iowa’s average regular salary was approximately \$2,800 less than the National State Median Teacher Salary (\$37,243 vs. \$40,002). That gap increased to nearly \$4,200 in FY 2005, and was at \$3,549 for estimated FY 2006. Based on the allocations for teacher compensation in FY 2007, FY 2008, and FY 2009, it is estimated that this differential will narrow for these fiscal years. **Figure 1** provides a comparison of the national state median teacher salary, the average regular salary in Iowa, and the salary differential between the two.

**Figure 1**  
**National State Median Teacher Salary vs. Iowa’s Average Regular Teacher Salary**  
**FY 2002 to FY 2006**



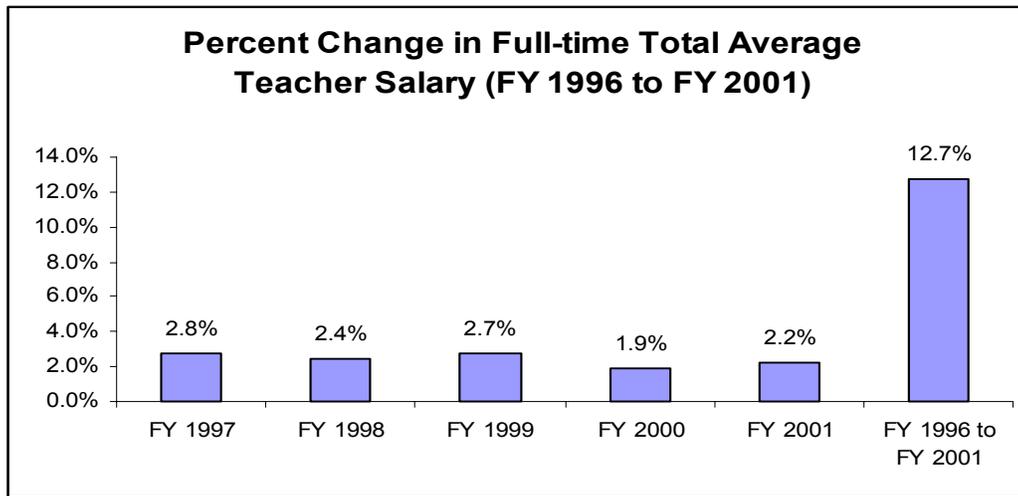
**National Average vs. National State Median Explanation**

There is a significant difference between the national average teacher salary and the national state median teacher salary (as provided in **Table 3**). The reason for this difference is that states with a high number of teachers and a high average salary (i.e., California is an example of this) will be weighted evenly with other states when calculating the national state median teacher salary.

**Impact of Student Achievement/Teacher Quality (SATQ) on Iowa’s Average Salary**

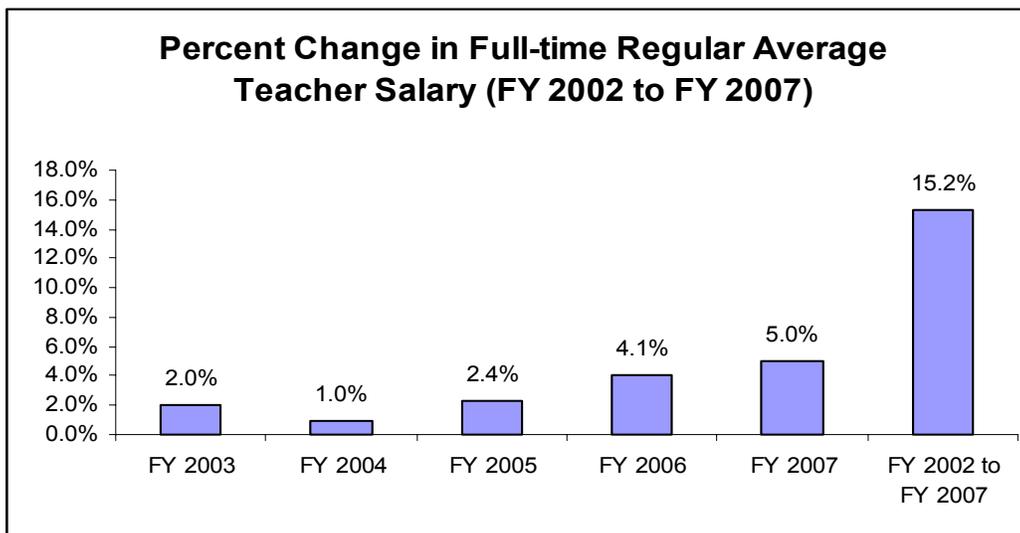
The following two figures show the annual percentage change in Iowa’s average full-time teacher salary. **Figure 2** provides the percentage change in full-time total average teacher salary prior to the Student Achievement/Teacher Quality legislation. The overall increase between FY 1996 and FY 2001 was 12.7%.

**Figure 2**  
**Average Salary Changes Prior to Student Achievement/Teacher Quality Legislation**



**Figure 3** provides the percentage change in full-time regular average teacher salary with the implementation of the Student Achievement/Teacher Quality (SATQ) legislation. Initially, the percent changes were not significant. However, FY 2006 and FY 2007 showed fairly significant increases compared to prior years. The overall increase between FY 2002 and FY 2007 was 15.2%.

**Figure 3**  
**Average Salary Changes with the Implementation of the Student Achievement/Teacher Quality Legislation**



There are several factors that impact average teacher salary, including teacher retirements and turnover, but annual funding from the basic teacher compensation allocation and the school foundation allowable growth rate are major factors. A poor economy resulted in lower allowable growth rates in FY 2003 – FY 2005 (1.0%, 2.0%, and 2.0% respectively) and relatively small increases in the basic teacher compensation allocations compared to other years (see **Table 2**). In addition, the minimum salary levels remained frozen through FY 2006 (**Table 1**). With a rebound in the economy, allowable growth rates of 4.0% for both FY 2006 and FY 2007, and an increase in

basic teacher compensation allocations, average salaries started to increase more significantly in FY 2006 and FY 2007.

### Iowa's Average Salary, District Comparisons

**Appendix B** provides average teacher salary information by school district and AEA for FY 2001, FY 2002 (the initial year of SATQ), and FY 2007. The FY 2001 data includes average total salary (regular salary was not available that year), the average total experience of the licensed staff, the number of full-time teachers, and the rank of the average salary compared to the other school districts. The FY 2002 and FY 2007 information include the same data but also include average regular salary and a ranking based on the average regular salary.

Data from FY 2001 shows that the average total salary was \$36,479 and that 76 of the 377 school districts (and AEAs) were above the average. The median school district average total salary was \$33,441. The minimum average salary for a school district was \$23,129, which was \$129 above the FY 2001 mandated state minimum amount. The range between the districts with the highest average and lowest average was \$20,229.

Data from FY 2002 (the initial year of the Student Achievement/Teacher Quality Program) show that the minimum average salary increased substantially from FY 2001, moving up to \$26,011 (average regular salary). The salary range differential also decreased to \$18,832 in FY 2002. Despite the narrowing of the range and a higher average minimum salary in FY 2002, 75 of the 377 school districts were above the state average. There were 331 (87.8%) school districts that had an average regular salary above \$30,000.

Fiscal Year 2007 marks the sixth year of the Student Achievement/Teacher Quality Program. Data from FY 2007 shows that 85 of 376 districts/AEAs were above the state average. In addition 373 (99.2%) had an average regular salary above \$30,000. The average regular salary increased \$5,679 (15.2%) between FY 2002 and FY 2007. In addition, two districts saw a decrease in average regular salary between FY 2002 and FY 2007 while all others had an increase.

### ALTERNATIVES AND BUDGET IMPACT

The Legislature has committed \$232.5 million to the basic teacher compensation allocation in the Student Achievement/Teacher Quality Program for FY 2009 (see **Appendix A**). This allocation is specifically designated to increase teacher salaries. This funding needs to be maintained to sustain current salary levels or school districts will be required to allocate other General Fund resources to maintain current salary levels.

In addition to Iowa, many other states have increased funding for teacher salaries.<sup>2</sup> To maintain (or increase) Iowa's full-time average teacher salary ranking, it is estimated that funding for the teacher compensation allocation will need to increase over the previous fiscal year.

**Status Quo – Maintain Current Funding Formula:** One alternative is to continue to increase the basic teacher compensation allocation through the formula provided in the Student Achievement/Teacher Quality Program. Section 284.13(h and i), Code of Iowa, provides that the teacher compensation formula be based 50.0% on enrollment and 50.0% on the number of full-time teachers. In addition, AEAs are funded based on the average amount allocated per teacher and do not receive the enrollment portion of the allocation. This alternative will rely on continued legislative support in the form of maintained or additional funding. The budget impact of this alternative is currently unknown and would be dependent on appropriations made by the Legislature for the Student Achievement/Teacher Quality Program in future years.

<sup>2</sup> Michele McNeil, *Ambitious Legislative Agendas Move Ahead*, Education Week, April 11, 2007.

**School Foundation Funding – Adding Additional State Dollars to the State Cost Per Pupil:**

Another alternative is to roll the teacher compensation allocation into the school aid formula. Rolling the teacher compensation allocation into the school aid formula would, in theory, allow the teacher compensation amount per pupil to grow at the allowable growth rate. There are a number of ways that this alternative could be implemented. The following provides information on this alternative:

- Adding additional State dollars to the State cost per pupil and each school district's cost per pupil and designating that portion as all state aid is an alternative to the current formula. For instance, in FY 2007 the allocation amount for teacher compensation was \$75.8 million. The per pupil amount based on the FY 2007 budget enrollment would have been \$156 per pupil. Adding \$156 to the State cost per pupil and each district's cost per pupil would have generated an additional \$75.8 million in FY 2007 through the school aid formula. Assuming an allowable growth rate of 4.0% in FY 2008, the amount per pupil would increase by \$6 to \$162. If additional funding were available for the teacher compensation allocation, that amount could be added on a per pupil basis.
- Adding additional funding to the State and district cost per pupil could also include a property tax portion. Without specifying that the additional funding is to be all state aid, the additional amount added on a per pupil basis would fall under the current foundation level, with 87.5% generated from state aid and the uniform levy and the remaining 12.5% from property taxes.

Adding the teacher compensation component to the school aid formula by adding additional dollars to the State cost per pupil would cause a deviation in funding from the current teacher compensation allocation formula. The school aid formula provides funding through student counts while the current teacher compensation allocation formula is based on both an enrollment and teacher count. Based on FY 2007 data, funding the teacher compensation allocation through the school aid formula at \$75.8 million would have negatively impacted 248 districts at a cost of \$1.5 million compared to the current teacher compensation formula.

Another issue that would need to be addressed when rolling teacher compensation funding into the school aid formula is the funding for the AEAs. The current teacher compensation allocation formula provides funding to AEAs based on the number of teachers. That information is not currently used in the school aid formula.

Despite the issues noted above, the school aid formula provides flexibility to address alternate funding for teacher compensation.

For a more detailed analysis of this alternative, please contact the Legislative Services Agency.

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Average Teacher Salaries – Impact of Student Achievement and Teacher Quality Legislation  
<http://www.legis.state.ia.us/lsadocs/IssReview/2007/IRSL003.pdf>  
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Legislative Services Agency

Appendix A

Student Achievement and Teacher Quality Program  
Allocations of the Annual Appropriation

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
National Board Certification	\$ 1,900,000	\$ 1,400,000	\$ 700,000	\$ 1,100,000	\$ 2,000,000	\$ 1,915,000	\$ 2,500	\$ 1,002,500
NBC Support Program	0	0	0	0	0	250,000	0	0
Ambassador to Education	0	0	75,000	75,000	85,000	85,000	85,000	85,000
Market Factor Incentives - Librarians, Counselors, Nurses	0	0	0	0	0	0	1,000,000	0
Mentoring and Induction	2,400,000	4,100,000	4,200,000	3,500,000	4,200,000	4,650,000	4,650,000	4,650,000
Career/Prof. Dev. and Eval. Training	3,000,000	1,750,000	1,300,000	175,000	400,000	610,000	695,000	695,000
Praxis II Pilot	500,000	500,000	0	0	0	0	0	0
Variable Pay	1,000,000	0	500,000	0	0	0	0	0
Add'l. Prof. Dev. Day(s)	0	0	0	0	10,000,000	10,000,000	0	0
Professional Development	0	0	0	0	0	0	20,000,000	0
Teacher Dev. Academies	0	0	0	0	0	0	1,845,000	0
Market Factor Incentives	0	0	0	0	0	3,390,000	3,390,000	7,500,000
Pay for Performance	0	0	0	0	0	850,000	1,000,000	2,500,000
Institute for Tomorrow's Workforce	0	0	0	0	0	150,000	0	0
Salaries or Prof. Dev.	0	0	0	0	6,625,000	6,625,000	0	0
Teacher Compensation	31,200,000	32,250,000	37,500,000	40,433,894	46,283,894	75,818,894	141,276,394	232,511,394
<b>Totals</b>	<b>\$ 40,000,000</b>	<b>\$ 40,000,000</b>	<b>\$ 44,275,000</b>	<b>\$ 45,283,894</b>	<b>\$ 69,593,894</b>	<b>\$ 104,343,894</b>	<b>\$ 173,943,894</b>	<b>\$ 248,943,894</b>

NBC = National Board Certification

Iowa Average Teacher Salaries By School District: FY 2001, FY 2002, and FY 2007

District	FY 2001				FY 2002 - Initial Year of Student Achievement/Teacher Quality					FY 2007					Average Reg. Salary Change FY 2007 Vs. FY 2002
	Average Total Salary Rank in FY 2001	FY 2001 Average Total Salary	FY 2001 Average Total Experience	FY 2001 Number of Full-Time Teachers	FY 2002 Average Total Salary	Average Regular Salary Rank in FY 2002	FY 2002 Average Regular Salary	FY 2002 Average Total Experience	FY 2002 Number of Full-time Teachers	FY 2007 Average Regular Salary	Average Regular Salary Rank in FY 2007	FY 2007 Average Total Salary	FY 2007 Average Total Experience	FY 2007 Number of Full-time Teachers	
Adair-Casey	274	\$ 31,454	17.1	34	\$ 33,750	259	\$ 32,241	17.0	36	\$ 35,070	315	\$ 36,333	17.5	31	\$ 2,829
Adel-DeSoto-Minburn	98	35,620	15.1	98	36,570	141	35,147	14.5	101	39,779	189	40,985	12.5	108	4,632
AGWSR	196	33,261	15.1	47	37,470	96	36,317	15.5	44	39,648	192	41,532	13.0	51	3,331
A-H-S-T	217	32,820	16.3	55	34,872	210	33,570	18.2	51	40,012	179	41,529	19.8	43	6,442
Akron Westfield	207	33,086	16.2	55	33,648	256	32,299	16.1	52	38,803	221	40,405	15.1	48	6,504
Albert City-Truesdale	335	29,143	14.0	25	31,059	348	29,435	14.0	27	35,353	308	35,353	13.0	12	5,918
Albia	123	35,151	15.1	96	36,598	117	35,641	15.6	93	40,772	151	41,821	16.6	89	5,131
Alburnett	170	33,868	15.2	40	36,700	128	35,410	15.5	41	41,068	135	42,210	18.3	41	5,658
Alden	321	29,857	11.3	33	31,625	317	30,593	12.6	29	35,023	319	35,023	15.5	15	4,431
Algona	8	40,880	18.6	97	42,529	21	40,833	17.8	94	47,247	22	49,439	19.0	93	6,414
Allamakee	91	35,922	16.4	97	37,420	92	36,483	16.4	95	42,570	94	43,853	17.4	93	6,087
Allison-Bristow	362	27,885	9.1	29	30,640	353	29,141	10.2	27	36,193	292	37,652	14.9	21	7,053
Alta	246	32,117	11.9	45	33,852	241	32,719	12.1	45	40,226	169	40,357	14.5	47	7,507
Ames	5	41,113	16.4	300	42,473	10	41,360	16.8	294	46,278	27	47,373	15.9	293	4,918
Anamosa	88	35,984	14.9	97	38,453	64	37,614	14.9	98	43,373	77	44,428	15.3	100	5,760
Andrew	268	31,546	14.7	26	32,484	285	31,462	14.6	29	38,362	236	38,816	22.1	26	6,900
Anita	346	28,841	15.1	32	31,088	349	29,402	17.2	30	33,742	342	35,520	18.7	26	4,341
Ankeny	15	40,049	15.0	316	42,082	12	41,287	14.9	337	47,567	17	48,265	13.0	433	6,280
Anthon-Oto	355	28,473	12.2	25	28,918	364	28,467	10.9	27	35,170	310	35,748	12.4	25	6,704
Aplington-Parkersburg	101	35,533	16.0	57	38,629	73	37,268	17.8	49	44,771	54	46,590	19.9	44	7,503
Armstrong-Ringsted	271	31,513	16.3	36	34,183	224	33,116	17.7	36	38,239	238	39,239	17.7	35	5,123
Ar-We-Va	191	33,438	15.6	36	35,881	165	34,626	17.2	34	41,406	125	42,915	17.6	27	6,780
Atlantic	54	37,343	18.0	104	38,836	61	37,844	18.2	109	44,770	55	45,960	19.4	111	6,926
Audubon	195	33,314	15.8	59	34,965	218	33,317	16.7	59	40,439	161	41,638	17.5	50	7,123
Aurelia	200	33,192	15.2	32	35,062	205	33,724	16.9	30	38,230	239	40,173	18.2	26	4,506
Ballard	48	37,646	17.1	76	37,858	101	36,041	15.8	80	42,234	104	44,299	14.9	89	6,193
Battle Creek-Ida Grove	108	35,404	17.7	61	37,412	104	35,996	17.7	61	40,079	175	41,916	19.3	56	4,084
Baxter	259	31,728	12.5	30	33,199	275	31,822	13.4	30	36,363	289	38,472	11.6	33	4,541
BCLUW	111	35,346	12.4	48	37,924	130	35,386	13.3	46	41,053	136	43,049	15.6	46	5,667
Bedford	278	31,319	15.7	52	33,163	258	32,271	16.8	51	37,267	264	38,914	18.0	48	4,995
Belle Plaine	208	33,081	13.0	58	34,830	215	33,385	13.9	57	37,122	268	39,481	17.4	49	3,737
Bellevue	122	35,192	19.0	46	37,805	135	35,221	18.5	46	40,375	167	42,243	18.7	47	5,153
Belmond-Klemme	92	35,914	15.1	57	38,394	76	37,102	16.1	58	42,384	101	43,237	18.7	51	5,282
Bennett	367	27,616	7.6	21	30,520	339	29,750	9.1	21	32,871	360	32,871	10.5	10	3,121
Benton	136	34,831	14.3	111	36,105	154	34,774	13.6	114	40,809	148	42,571	13.7	112	6,035
Bettendorf	4	41,354	16.4	244	43,226	8	41,435	16.5	250	45,801	35	47,658	14.5	255	4,366
Bondurant-Farrar	197	33,256	13.0	58	35,708	175	34,445	13.0	61	40,021	178	40,979	11.7	80	5,575
Boone	71	36,793	15.1	153	39,080	51	38,282	15.9	141	44,824	53	46,627	15.0	161	6,542
Boyden-Hull	94	35,857	15.3	34	37,406	95	36,417	15.7	36	42,928	83	43,946	17.2	45	6,511
Boyer Valley	331	29,508	9.7	47	31,097	336	29,855	10.4	45	38,652	226	39,861	15.7	37	8,797
Brooklyn-Guernsey-Malcom	288	31,039	13.6	53	32,206	310	30,875	13.7	53	36,938	280	38,699	16.7	45	6,062
Burlington	69	36,802	17.2	348	37,822	71	37,329	16.8	341	43,068	81	43,752	16.1	311	5,739
C and M	342	29,004	14.6	20	30,247	356	29,052	14.6	19	32,757	361	33,808	13.9	19	3,705
CAL	292	30,887	11.3	25	31,842	319	30,474	10.1	23	33,489	348	35,411	10.3	29	3,015
Calamus-Wheatland	233	32,378	13.6	41	33,742	225	33,105	13.2	44	38,066	244	39,056	12.6	44	4,960
Camanche	66	36,946	19.1	65	37,918	83	36,825	18.5	64	40,104	173	41,278	16.4	66	3,279
Cardinal	285	31,067	13.5	48	31,484	322	30,362	12.1	50	33,668	344	35,014	13.3	51	3,306
Carlisle	169	33,917	14.4	89	36,271	124	35,445	15.0	90	41,891	112	43,421	11.7	107	6,446
Carroll	82	36,356	16.2	110	38,988	68	37,447	16.9	109	44,142	65	45,494	18.0	116	6,695
Cedar Falls	16	40,033	17.9	296	41,593	24	40,600	18.0	293	45,932	31	46,989	16.5	288	5,332
Cedar Rapids	23	39,649	15.9	1,093	41,666	20	40,871	15.8	1,079	45,811	34	46,735	13.2	1,102	4,941
Center Point-Urbana	223	32,642	12.8	74	34,610	221	33,185	12.9	80	39,803	188	41,521	13.1	95	6,617
Centerville	99	35,571	15.9	133	37,782	82	36,847	16.4	135	43,531	75	44,531	15.9	124	6,685
Central	40	38,294	20.0	43	39,981	53	38,236	19.7	41	40,812	147	43,061	16.1	38	2,576
Central City	352	28,526	10.0	39	31,845	297	31,154	11.5	39	32,396	362	33,399	8.0	42	1,242
Central Clinton	183	33,593	13.8	120	35,523	173	34,460	14.3	118	39,864	184	41,170	15.3	118	5,403

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District	FY 2001				FY 2002 - Initial Year of Student Achievement/Teacher Quality					FY 2007					Average Reg. Salary Change FY 2007 Vs. FY 2002
	Average Total Salary Rank in FY	FY 2001 Average	FY 2001 Average	FY 2001 Number of Full-Time	FY 2002 Average	Average Regular Salary Rank in FY 2002	FY 2002 Average Regular Salary	FY 2002 Average Total Experience	FY 2002 Number of Full-time Teachers	FY 2007 Average Regular Salary	Average Regular Salary Rank in FY 2007	FY 2007 Average Total Salary	FY 2007 Average Total Experience	FY 2007 Number of Full-time Teachers	
	2001	Total Salary	Experience	Teachers	Total Salary				Teachers	Salary		Salary		Teachers	
Central Decatur	322	\$ 29,806	12.7	60	\$ 30,908	341	\$ 29,675	13.2	60	\$ 35,045	318	\$ 36,067	14.2	57	\$ 5,369
Central Lee	29	39,218	18.2	77	40,283	38	39,318	17.3	77	46,691	23	47,568	19.5	76	7,373
Central Lyon	115	35,307	18.2	53	36,223	164	34,631	18.3	51	44,608	58	46,591	17.5	49	9,977
Chariton	131	35,031	15.7	97	35,462	180	34,278	15.7	95	41,139	132	42,509	16.4	103	6,861
Charles City	53	37,365	17.0	123	39,334	59	37,929	16.7	122	43,782	69	45,642	15.2	115	5,852
Charter Oak-Ute	311	30,218	11.6	29	30,933	345	29,516	10.8	29	33,318	352	35,278	12.0	30	3,802
Cherokee	145	34,557	16.2	93	37,313	123	35,540	16.5	92	40,423	163	42,452	14.6	86	4,883
Clarinda	280	31,287	14.2	93	33,617	246	32,636	13.9	94	38,682	225	39,873	15.2	89	6,046
Clarion-Goldfield	129	35,058	14.9	63	36,935	112	35,836	14.4	67	42,212	105	43,929	14.4	67	6,376
Clarke	198	33,242	15.3	99	34,848	206	33,717	14.7	103	39,641	193	41,176	14.6	99	5,924
Clarksville	333	29,180	10.2	29	31,557	323	30,343	11.7	30	36,662	284	38,512	15.0	28	6,319
Clay Central-Everly	290	30,960	12.5	37	33,606	260	32,217	14.4	39	37,974	249	39,410	14.4	39	5,757
Clayton Ridge	106	35,456	19.8	71	38,196	77	37,013	21.5	62	42,345	102	44,156	19.5	50	5,332
Clear Creek Amana	240	32,229	12.5	92	33,427	244	32,639	12.3	97	37,740	255	39,493	12.7	105	5,101
Clear Lake	187	33,528	13.4	106	35,337	170	34,516	13.6	110	43,188	80	44,399	17.2	97	8,672
Clearfield	376	24,143	10.7	9	26,282	376	26,282	8.3	9	35,181	309	35,181	11.9	7	8,900
Clinton	58	37,161	15.2	308	36,741	110	35,890	14.7	302	42,084	108	43,212	13.8	320	6,194
Colfax-Mingo	103	35,522	13.5	57	36,340	134	35,230	13.5	59	37,407	262	38,688	11.4	62	2,177
College	36	38,429	13.2	201	40,688	29	39,766	13.0	216	45,718	38	46,723	12.1	270	5,952
Collins-Maxwell	310	30,258	10.3	42	32,148	294	31,185	11.1	42	35,133	314	36,672	11.5	45	3,949
Colo-Nesco	286	31,060	11.6	48	32,566	264	32,113	11.9	45	35,160	311	36,268	12.9	42	3,047
Columbus	90	35,978	11.6	81	38,255	84	36,725	11.9	83	41,485	122	42,989	11.7	84	4,760
Coon Rapids-Bayard	266	31,562	16.8	44	33,183	283	31,548	17.9	41	36,107	293	37,797	19.3	39	4,559
Corning	213	32,913	16.6	47	33,651	242	32,682	16.1	46	36,507	288	37,775	16.1	47	3,825
Corwith-Wesley	366	27,671	8.5	19	29,178	366	28,406	9.2	21	32,190	365	33,326	12.2	21	3,785
Council Bluffs	37	38,402	16.0	649	41,875	13	41,254	16.0	662	46,024	29	46,547	15.6	614	4,770
Creston	81	36,366	17.9	116	37,870	78	36,974	17.9	116	41,462	123	42,786	15.7	109	4,488
Dallas Center-Grimes	162	34,144	12.4	106	35,860	153	34,858	12.6	107	40,529	159	41,704	13.7	122	5,671
Danville	132	35,017	14.9	37	36,285	132	35,279	15.1	38	40,163	171	41,466	17.6	39	4,884
Davenport	1	43,358	17.0	1,146	44,697	2	44,003	16.7	1,110	47,600	16	48,382	15.5	1,085	3,598
Davis County	318	30,039	17.8	88	31,441	337	29,834	17.7	88	40,999	137	42,250	16.1	92	11,165
Decorah	12	40,516	18.7	108	41,723	25	40,367	18.1	109	45,611	43	47,134	17.3	108	5,244
Deep River-Millersburg	359	28,041	8.5	11	30,343	324	30,343	9.5	10	37,898	253	37,898	14.3	11	7,556
Delwood	300	30,581	10.5	13	33,611	209	33,611	12.4	12	35,782	301	35,782	11.4	11	2,170
Denison	84	36,287	15.6	109	43,415	6	41,798	16.0	112	47,806	13	49,881	15.6	119	6,008
Denver	141	34,708	17.1	45	35,190	191	34,009	17.2	47	36,082	294	37,183	12.1	45	2,073
Des Moines Independent	13	40,379	12.9	2,165	42,179	7	41,638	12.6	2,206	46,300	26	46,901	13.7	2,324	4,663
Diagonal	375	24,704	11.3	13	26,809	377	26,011	11.3	13	30,924	369	32,172	12.0	15	4,913
Dike-New Hartford	110	35,349	16.5	52	37,815	94	36,425	17.6	51	43,702	71	44,877	20.1	50	7,277
Dows	371	26,565	7.2	18	28,590	369	27,889	8.2	18	32,236	364	32,418	6.0	11	4,348
Dubuque	45	38,092	17.4	609	39,378	46	38,760	16.9	636	42,732	87	43,492	14.4	801	3,972
Dunkerton	265	31,563	12.7	38	33,189	238	32,762	14.3	33	37,682	257	37,682	15.5	37	4,920
Durant	269	31,539	13.6	52	32,836	280	31,683	12.9	49	35,546	306	36,862	13.1	58	3,863
Eagle Grove	222	32,648	15.0	65	34,729	211	33,518	14.1	66	38,298	237	39,593	13.3	66	4,780
Earlham	323	29,781	8.1	36	31,074	330	30,107	8.4	40	34,619	326	36,550	8.1	55	4,511
East Buchanan	277	31,360	15.3	36	33,198	279	31,699	15.9	35	38,446	232	39,977	15.3	35	6,747
East Central	253	31,967	11.8	32	34,124	229	32,930	11.2	31	38,914	213	40,113	16.5	34	5,984
East Greene	236	32,326	12.5	40	33,894	230	32,922	12.1	41	40,734	153	41,557	15.7	33	7,812
East Marshall	234	32,372	14.8	58	34,447	233	32,876	15.1	61	36,689	283	39,293	11.6	66	3,813
East Monona*	349	28,705	10.6	12	29,399	355	29,072	9.9	12	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
East Union	319	29,962	11.3	39	30,206	354	29,095	11.8	37	33,729	343	35,268	14.0	43	4,634
Eastern Allamakee	325	29,676	11.4	36	31,303	340	29,747	10.5	39	34,148	338	35,495	12.8	35	4,401
Eddyville-Blakesburg	250	32,029	12.9	69	33,387	272	31,932	13.4	68	36,008	295	37,545	10.9	66	4,076
Edgewood-Colesburg	249	32,064	13.4	45	33,514	261	32,152	13.8	43	37,186	266	38,976	13.6	45	5,034
Eldora-New Providence	148	34,426	15.8	54	36,187	145	35,104	16.0	53	41,868	113	43,161	16.1	52	6,764
Elk Horn-Kimballton	245	32,175	14.2	25	33,535	281	31,655	15.3	23	37,067	270	39,099	16.2	24	5,412
Emmetsburg	109	35,373	16.7	63	37,625	115	35,728	17.1	62	40,919	140	43,653	13.8	54	5,192
English Valleys	202	33,158	13.8	38	34,415	235	32,789	14.0	40	36,923	281	38,668	12.8	39	4,134

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District	FY 2001				FY 2002 - Initial Year of Student Achievement/Teacher Quality					FY 2007					Average Reg. Salary Change FY 2007 Vs. FY 2002
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	2001	Total Salary	Experience	Teachers	Total Salary	in FY 2002	Salary	Experience	Teachers	Regular Salary	Rank in FY	Total	Experience	Teachers	
Essex	308	\$ 30,330	12.9	23	\$ 31,044	343	\$ 29,656	12.5	24	\$ 34,356	331	\$ 35,223	12.6	23	\$ 4,700
Estherville Lincoln	126	35,137	15.5	106	37,084	113	35,834	15.6	106	40,753	152	42,213	16.1	102	4,918
Exira	330	29,533	13.7	23	32,362	300	31,060	14.6	25	34,226	334	36,076	15.3	22	3,166
Fairfield	124	35,141	15.6	140	36,765	120	35,586	15.8	139	40,073	176	41,360	14.6	134	4,488
Farragut	329	29,540	11.0	26	31,445	316	30,596	12.3	24	35,136	313	36,057	12.7	25	4,540
Forest City	93	35,858	16.6	105	36,055	147	35,062	16.5	106	42,933	82	44,182	19.5	104	7,871
Fort Dodge	79	36,389	15.3	316	38,221	66	37,490	16.0	318	42,411	99	43,412	15.6	301	4,921
Fort Madison	85	36,277	16.5	179	37,899	74	37,265	15.6	171	45,407	44	46,252	14.2	170	8,142
Fredericksburg	163	34,078	15.2	29	34,863	231	32,914	14.5	28	44,761	56	46,654	21.7	23	11,847
Fremont	354	28,511	9.8	9	29,724	342	29,670	9.1	12	32,932	358	33,345	7.8	12	3,262
Fremont-Mills	59	37,122	23.0	29	37,694	93	36,433	21.3	30	38,783	222	40,357	18.3	35	2,351
Galva-Holstein	174	33,817	14.4	38	34,639	216	33,381	13.4	37	36,995	278	38,612	14.6	36	3,614
Garner-Hayfield	144	34,582	16.4	60	36,716	126	35,430	16.9	60	41,318	128	42,872	16.7	56	5,887
George-Little Rock	258	31,783	11.1	40	35,760	162	34,648	11.3	39	41,373	127	43,289	13.9	39	6,725
Gilbert	39	38,342	14.2	58	40,896	33	39,653	15.0	58	45,688	41	47,631	15.8	64	6,035
Gilmore City-Bradgate	299	30,635	16.5	17	32,247	284	31,537	16.6	16	37,061	271	37,711	19.6	16	5,525
Gladbrook-Reinbeck	168	33,937	14.8	52	35,339	176	34,424	14.7	53	39,213	207	40,150	15.8	48	4,789
Glenwood	140	34,741	12.4	146	36,976	116	35,705	13.5	148	42,276	103	43,312	14.8	140	6,571
Glidden-Ralston	272	31,497	13.3	35	32,798	287	31,432	13.4	34	35,637	304	37,097	16.1	29	4,205
GMG	301	30,569	13.4	29	31,874	302	31,040	14.0	38	36,620	286	38,185	16.4	42	5,579
Graettinger	350	28,664	12.1	29	30,169	352	29,162	11.2	26	34,188	337	35,871	12.3	20	5,026
Greene	282	31,172	10.8	32	32,361	305	30,991	11.1	32	39,850	185	41,061	14.8	26	8,859
Grinnell-Newburg	142	34,677	16.2	125	35,677	168	34,534	15.5	126	40,801	150	42,045	15.0	117	6,267
Griswold	152	34,372	14.7	47	35,760	172	34,469	15.2	47	39,475	198	41,269	16.0	47	5,006
Grundy Center	114	35,313	17.2	47	37,467	127	35,428	16.5	47	41,770	117	43,690	16.0	40	6,342
Guthrie Center	248	32,076	14.9	36	34,191	249	32,556	14.6	36	35,818	299	37,464	12.2	45	3,262
Hamburg	326	29,656	12.0	26	30,642	344	29,593	12.3	22	34,267	332	35,571	14.5	28	4,674
Hampton-Dumont	181	33,622	13.9	87	35,371	188	34,042	14.3	91	40,100	174	41,702	16.1	91	6,058
Harlan	31	39,026	16.8	107	40,458	41	39,208	17.9	108	45,185	49	47,007	17.3	106	5,977
Harmony	315	30,048	12.6	42	31,731	307	30,975	12.2	42	38,839	218	39,881	17.7	33	7,864
Harris-Lake Park	316	30,048	10.4	24	32,954	289	31,323	12.0	20	36,827	282	39,013	12.1	24	5,504
Hartley-Melvin-Sanborn	164	34,066	15.2	73	35,729	174	34,449	15.8	69	38,879	215	40,647	18.2	59	4,430
Highland	243	32,208	11.1	43	33,493	251	32,474	10.2	45	36,538	287	37,886	8.8	52	4,064
Hinton	153	34,371	16.0	41	37,278	106	35,973	16.3	42	42,155	107	43,887	15.0	40	6,182
H-L-V	291	30,955	15.5	31	31,378	325	30,328	14.3	31	38,046	246	39,120	16.9	26	7,718
Howard-Winneshek	143	34,614	14.3	105	35,949	169	34,527	13.6	108	39,822	187	41,371	14.8	107	5,295
Hubbard-Radcliffe	210	33,062	12.7	40	34,798	199	33,815	13.5	39	38,223	240	38,836	12.3	30	4,408
Hudson	2	43,043	14.4	54	45,850	1	44,843	15.7	53	43,708	70	45,006	17.4	46	- 1,135
Humboldt	77	36,475	16.8	92	37,500	97	36,310	15.7	93	42,433	98	43,736	16.2	83	6,123
IKM	184	33,571	15.4	44	35,025	213	33,444	16.3	39	38,857	217	40,904	16.6	34	5,414
Independence	62	37,076	15.2	115	38,819	65	37,540	15.3	115	42,536	95	43,700	15.1	108	4,996
Indianola	61	37,108	16.4	194	39,181	70	37,342	15.9	202	48,244	10	49,474	16.6	205	10,902
Interstate 35	307	30,380	12.3	58	31,473	318	30,491	12.2	59	35,045	317	36,000	12.3	63	4,554
Iowa City	3	42,459	16.6	616	43,834	3	43,241	16.5	640	50,327	4	51,059	16.9	692	7,085
Iowa Falls	11	40,667	22.6	77	40,831	37	39,404	19.3	77	42,159	106	43,895	15.8	88	2,755
Iowa Valley	96	35,776	13.7	47	38,213	89	36,566	13.8	47	48,623	8	50,853	15.2	45	12,057
Janesville Consolidated	201	33,188	18.3	19	34,834	182	34,180	18.8	19	40,408	165	41,571	15.4	19	6,228
Jefferson-Scranton	50	37,546	17.6	93	39,006	67	37,473	18.7	92	44,873	50	46,251	19.2	84	7,400
Jesup	52	37,452	17.9	53	38,762	63	37,803	17.9	54	43,194	79	44,165	17.6	56	5,391
Johnston	172	33,862	10.6	246	36,717	122	35,559	10.8	261	45,711	39	47,262	11.3	323	10,152
Keokuk	25	39,489	15.8	151	42,059	18	40,909	16.1	146	47,461	20	48,623	14.9	148	6,552
Keota	295	30,775	13.1	38	32,694	308	30,948	13.9	37	34,879	322	36,978	15.1	36	3,931
Kingsley-Pierson	178	33,688	15.1	38	35,237	193	33,996	15.0	38	39,712	191	40,927	17.6	35	5,716
Knoxville	149	34,411	14.9	135	36,832	121	35,578	15.6	133	40,872	142	41,952	14.1	132	5,295
Lake Mills	112	35,341	15.8	51	36,319	143	35,139	15.3	52	38,819	219	40,367	14.1	49	3,679
Lamoni	356	28,237	11.6	31	29,477	362	28,652	11.9	34	33,406	349	34,499	13.6	34	4,754
Laurens-Marathon	146	34,492	16.1	38	35,380	220	33,250	15.8	38	38,804	220	40,868	17.3	36	5,554
Lawton-Bronson	188	33,479	15.8	42	36,222	133	35,249	15.0	42	39,965	181	40,984	16.0	43	4,717

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	2001	Total Salary	Experience	Teachers	Total Salary	in FY 2002	Salary	Experience	Teachers	Regular Salary	Rank in FY 2007	Total	Experience	Teachers	
Le Mars	41	\$ 38,169	15.5	133	\$ 40,140	44	\$ 39,072	15.7	134	\$ 45,703	40	\$ 47,077	16.4	145	\$ 6,630
Lenox	297	30,710	12.5	38	32,946	277	31,715	13.6	37	37,902	252	39,241	17.5	36	6,187
Lewis Central	24	39,549	16.2	170	41,439	23	40,744	16.2	167	45,398	45	46,344	13.5	175	4,654
Lineville-Clio	374	24,998	13.6	17	27,580	373	27,094	15.7	16	29,236	374	29,881	17.4	12	2,142
Linn-Mar	27	39,258	14.9	266	40,483	30	39,728	14.2	272	45,766	36	46,719	12.6	344	6,038
Lisbon	134	34,951	15.3	35	35,118	190	34,025	14.3	38	39,593	195	40,605	14.1	39	5,568
Logan-Magnolia	182	33,608	13.0	50	35,444	183	34,108	13.7	51	41,621	120	42,978	17.2	50	7,513
Lone Tree	351	28,531	8.0	35	29,902	367	28,371	9.0	35	34,426	329	36,821	10.3	38	6,054
Louisa-Muscatine	105	35,470	14.5	71	36,866	114	35,822	13.7	69	39,829	186	40,856	12.4	71	4,007
LuVerne	368	27,465	13.7	12	29,185	363	28,549	15.1	11	34,764	323	35,962	20.6	7	6,215
Lynnville-Sully	239	32,254	13.9	34	31,984	314	30,694	11.5	38	35,020	320	36,547	12.2	36	4,326
Madrid	102	35,524	19.0	38	36,636	148	35,017	16.7	40	40,351	168	42,284	15.7	42	5,335
Malvern	369	27,349	11.1	32	30,217	351	29,241	11.7	34	32,062	366	33,290	10.8	30	2,821
Manning	176	33,720	12.7	32	34,723	217	33,341	12.7	35	41,376	126	42,953	15.8	38	8,035
Manson Northwest Webster	281	31,255	13.6	65	33,708	240	32,735	14.6	61	37,031	276	37,852	14.6	54	4,296
Maple Valley	317	30,043	12.6	43	32,075	288	31,409	12.9	44	33,620	346	35,179	14.5	41	2,211
Maquoketa	119	35,249	16.5	135	35,938	151	34,906	16.0	138	40,423	162	41,678	16.3	130	5,517
Maquoketa Valley	68	36,889	16.6	63	38,289	79	36,955	16.8	63	39,259	203	40,779	14.2	60	2,305
Marcus-Meriden-Cleghorn	225	32,591	17.4	46	34,709	167	34,590	18.2	47	40,709	154	42,000	19.6	39	6,119
Marion Independent	107	35,417	12.5	113	37,377	103	36,032	12.0	119	43,544	74	44,758	13.4	148	7,511
Marshalltown	30	39,185	15.7	310	40,906	28	40,044	15.7	302	45,993	30	46,642	13.6	311	5,949
Martensdale-St Marys	306	30,398	11.4	40	31,890	304	31,003	10.9	40	33,192	354	34,289	11.2	40	2,189
Mason City	42	38,166	14.5	284	40,064	40	39,295	14.4	283	46,064	28	47,090	14.7	278	6,769
Mediapolis	224	32,617	14.4	62	33,989	252	32,458	14.9	62	35,948	296	37,372	13.9	64	3,491
Melcher-Dallas	275	31,443	12.5	39	33,535	253	32,337	14.5	37	38,090	243	39,449	17.1	29	5,753
Meservey-Thornton	353	28,520	13.6	20	29,045	357	29,018	14.0	20	34,211	336	34,615	12.8	18	5,193
MFL MarMac	118	35,264	14.5	69	37,033	111	35,887	14.9	62	41,897	111	43,265	15.9	58	6,010
Midland	324	29,776	10.8	57	31,903	321	30,421	11.5	63	33,804	341	35,739	13.0	57	3,383
Mid-Prairie	147	34,476	13.8	86	36,232	138	35,201	13.8	91	41,691	118	42,421	13.5	94	6,490
Missouri Valley	139	34,770	18.0	60	38,057	85	36,714	16.3	63	40,412	164	41,867	13.9	61	3,699
MOC-Floyd Valley	64	37,002	13.6	88	38,908	54	38,068	14.1	88	45,856	33	47,548	15.0	91	7,788
Montezuma	283	31,154	12.0	44	33,377	267	32,065	13.3	44	35,625	305	37,321	15.7	41	3,560
Monticello	194	33,384	14.5	77	35,386	200	33,789	14.9	77	36,975	279	39,041	14.5	72	3,186
Moravia	341	29,034	12.2	31	30,658	331	30,031	12.4	32	33,541	347	34,481	10.4	36	3,510
Mormon Trail	373	26,389	7.2	30	29,452	370	27,870	9.1	28	30,736	370	31,585	10.6	28	2,866
Morning Sun	203	33,138	12.8	13	33,089	226	33,089	12.7	14	43,554	73	43,554	16.6	16	10,465
Moulton-Udell	267	31,548	16.6	25	31,851	309	30,942	14.6	24	33,854	340	35,293	16.2	22	2,912
Mount Ayr	135	34,890	15.4	66	35,829	159	34,665	14.7	64	43,569	72	45,279	17.1	60	8,904
Mount Pleasant	10	40,690	17.9	137	41,540	22	40,801	17.9	140	47,296	21	48,216	17.7	150	6,495
Mount Vernon	57	37,180	17.8	68	38,433	75	37,248	17.4	70	41,816	116	43,015	14.2	74	4,569
Murray	363	27,854	11.5	31	29,392	368	28,265	11.4	31	31,290	368	32,406	14.7	33	3,025
Muscatine	60	37,112	16.0	367	40,346	31	39,681	15.4	381	44,071	66	44,820	14.8	366	4,390
Nashua-Plainfield	89	35,980	18.9	49	38,098	81	36,894	19.5	51	44,655	57	46,421	20.8	55	7,760
Nevada	80	36,378	16.4	108	37,965	80	36,918	15.7	116	48,950	7	49,833	18.2	100	12,032
New Hampton	83	36,338	16.9	85	37,485	98	36,296	16.8	85	41,819	115	43,200	18.0	78	5,522
New London	284	31,128	13.7	40	33,652	245	32,636	14.3	41	37,906	251	38,677	14.0	45	5,269
New Market	338	29,105	11.0	13	30,258	347	29,480	12.6	13	33,381	350	33,381	15.0	7	3,900
Newell-Fonda	264	31,580	14.5	38	33,079	266	32,076	14.9	37	38,568	229	39,748	17.9	34	6,492
Newton	56	37,305	13.7	235	39,501	50	38,541	14.1	236	44,872	51	45,886	14.6	235	6,331
Nishna Valley	320	29,896	16.7	26	32,276	293	31,196	16.6	26	38,062	245	39,498	21.0	22	6,866
Nodaway Valley	212	33,000	14.5	66	35,799	152	34,898	15.5	66	40,827	146	41,795	17.8	60	5,929
Nora Springs-Rock Falls	154	34,361	15.2	35	36,239	166	34,594	15.4	35	38,700	224	40,273	13.4	38	4,107
North Cedar	205	33,093	14.0	70	34,742	208	33,637	14.3	72	39,544	196	40,612	16.1	75	5,908
North Central	137	34,821	15.6	37	36,703	139	35,185	15.6	36	39,729	190	41,524	12.9	34	4,544
North Fayette	75	36,535	17.3	74	37,870	90	36,500	17.7	73	45,358	46	47,166	18.6	63	8,858
North Iowa	244	32,194	19.0	42	35,005	192	34,005	19.0	44	39,323	202	40,821	19.5	45	5,317
North Kossuth	273	31,488	14.6	37	33,213	268	32,052	14.9	37	35,920	297	37,547	14.4	30	3,868
North Linn	211	33,032	12.5	57	35,367	184	34,091	12.8	57	40,401	166	42,151	15.1	55	6,309

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District	FY 2001				FY 2002 - Initial Year of Student Achievement/Teacher Quality					FY 2007					Average Reg. Salary Change FY 2007 Vs. FY 2002
	Average Total Salary Rank in FY	FY 2001 Average	FY 2001 Average	FY 2001 Number of Full-Time	FY 2002 Average	Average Regular Salary Rank in FY 2002	FY 2002 Average Regular Salary	FY 2002 Average Total Experience	FY 2002 Number of Full-time Teachers	FY 2007 Average Regular Salary	Average Regular Salary Rank in FY 2007	FY 2007 Average Total Salary	FY 2007 Average Total Experience	FY 2007 Number of Full-time Teachers	
	2001	Total Salary	Experience	Teachers	Total Salary				Teachers	Salary		Salary		Teachers	
North Mahaska	116	\$ 35,299	16.0	39	\$ 36,738	125	\$ 35,431	16.8	40	\$ 40,807	149	\$ 41,932	18.3	41	\$ 5,376
North Polk	161	34,212	13.5	68	36,677	140	35,170	14.6	61	39,361	201	40,721	14.2	73	4,191
North Scott	32	38,997	16.6	185	39,600	49	38,568	16.0	186	44,246	63	45,571	14.3	195	5,678
North Tama County	230	32,486	13.7	40	35,473	201	33,761	13.2	40	39,464	199	41,218	15.9	37	5,703
North Winneshiek	287	31,048	15.0	30	33,072	247	32,577	16.8	26	38,915	212	39,714	18.8	19	6,338
Northeast	190	33,439	16.8	53	34,001	243	32,654	15.0	51	37,531	259	38,983	15.7	51	4,877
Northeast Hamilton	303	30,514	11.1	25	30,391	359	28,843	8.0	25	34,218	335	35,993	9.0	26	5,374
Northwood-Kensett	158	34,295	14.0	43	35,639	181	34,220	12.7	43	41,924	110	43,787	18.7	40	7,705
Norwalk	192	33,423	13.3	132	33,256	262	32,150	11.7	148	38,740	223	40,129	12.0	159	6,590
Odebolt-Arthur	252	32,018	18.8	34	35,759	163	34,631	20.1	32	40,943	139	42,959	23.0	27	6,311
Oelwein	28	39,230	18.2	108	40,634	35	39,509	18.0	109	45,315	47	46,864	18.7	105	5,806
Ogden	262	31,602	13.7	53	33,651	265	32,098	13.7	57	38,623	228	40,296	13.6	56	6,526
Okobojo	73	36,590	14.5	65	38,102	99	36,241	13.0	66	42,690	88	44,211	13.9	68	6,449
Olin Consolidated	348	28,721	9.0	27	31,272	333	29,980	10.3	27	33,145	356	34,294	10.1	23	3,164
Orient-Macksburg	313	30,177	13.2	34	31,826	291	31,237	13.8	32	34,694	325	35,607	13.9	23	3,458
Osage	76	36,505	15.8	78	37,887	100	36,236	15.6	75	44,185	64	46,461	17.8	67	7,949
Oskaloosa	43	38,158	17.0	157	40,206	36	39,482	16.1	160	44,855	52	45,848	15.3	162	5,373
Ottumwa	47	37,703	15.1	318	38,909	52	38,246	14.9	325	45,654	42	46,357	16.1	329	7,408
Panorama	279	31,316	16.9	55	33,164	269	32,038	15.6	55	37,037	274	38,642	14.7	59	4,999
Paton-Churdan	361	27,964	9.9	18	28,378	372	27,185	11.2	21	31,876	367	33,266	4.8	14	4,691
PCM	227	32,561	14.8	81	34,333	212	33,449	15.0	80	40,843	145	41,785	16.7	79	7,394
Pekin	151	34,379	14.9	55	37,079	144	35,108	16.3	55	40,564	158	42,893	18.3	57	5,456
Pella	46	37,835	18.4	120	39,449	48	38,586	17.0	123	44,455	61	46,146	15.1	131	5,869
Perry	159	34,246	14.4	130	35,795	160	34,660	13.8	132	40,193	170	41,459	13.0	139	5,533
Pleasant Valley	14	40,143	14.7	181	42,298	14	41,204	14.5	183	47,746	14	49,260	13.9	220	6,542
Pleasantville	179	33,682	15.7	50	33,937	257	32,296	15.2	51	39,411	200	41,005	14.7	54	7,114
Pocahontas Area	120	35,235	17.4	66	35,999	150	34,907	15.8	64	41,166	131	42,810	18.3	55	6,259
Pomeroy-Palmer	214	32,877	18.3	25	33,384	278	31,701	17.7	24	35,477	307	37,029	11.1	23	3,776
Postville	138	34,788	15.2	37	36,301	158	34,669	15.8	40	38,014	248	40,128	11.3	44	3,345
Prairie Valley	171	33,866	14.8	65	34,558	227	33,081	14.6	68	41,131	133	42,901	19.0	60	8,050
Prescott	377	23,129	10.3	7	26,629	375	26,629	11.3	7	27,880	376	27,880	12.7	7	1,251
Preston	257	31,869	17.1	31	35,018	194	33,961	18.7	30	39,165	209	40,733	19.9	25	5,204
Red Oak	130	35,048	16.8	91	36,775	109	35,914	17.0	94	41,867	114	43,171	15.8	96	5,953
Remsen-Union	327	29,624	10.6	40	30,786	332	29,991	9.9	40	36,347	290	37,544	12.4	34	6,356
Riceville	220	32,718	15.8	37	33,768	236	32,778	15.8	37	37,056	272	37,947	14.9	35	4,278
River Valley	343	28,975	12.9	50	30,949	328	30,154	14.6	48	35,157	312	35,902	14.7	44	5,003
Riverside	226	32,574	15.7	59	35,038	186	34,064	16.8	59	40,602	157	42,000	19.1	51	6,538
Rock Valley	117	35,296	17.2	36	38,396	86	36,609	17.5	35	41,278	129	43,709	15.9	38	4,669
Rockwell City-Lytton	339	29,100	15.5	49	30,696	338	29,815	16.9	47	34,453	328	35,340	19.3	47	4,638
Rockwell-Swaledale	276	31,413	13.1	31	32,188	295	31,177	11.7	34	38,893	214	40,359	16.9	27	7,715
Roland-Story	17	40,020	15.3	72	42,438	15	41,134	15.7	71	50,431	3	51,632	19.7	63	9,297
Rudd-Rockford-Marble Rk	177	33,720	14.9	44	35,676	161	34,655	14.4	45	39,928	183	41,770	11.9	43	5,274
Russell	370	27,081	11.3	21	26,960	374	26,960	8.2	20	28,982	375	29,578	9.8	17	2,022
Ruthven-Ayrshire	336	29,140	13.6	22	31,717	313	30,722	12.5	22	38,521	231	39,818	14.3	24	7,799
Sac	302	30,567	15.7	43	31,194	329	30,153	14.1	43	37,042	273	37,970	16.4	37	6,889
Saydel	155	34,342	11.9	110	34,797	195	33,947	11.3	106	38,016	247	38,614	11.1	106	4,069
Schaller-Crestland	237	32,315	11.4	38	34,503	214	33,416	12.6	39	38,867	216	40,513	16.2	36	5,451
Schleswig	347	28,752	14.9	17	29,765	346	29,486	9.8	16	37,421	261	37,898	9.9	17	7,936
Sentral	345	28,936	10.8	22	31,140	335	29,861	11.8	22	32,927	359	34,360	10.7	23	3,066
Sergeant Bluff-Luton	18	39,890	14.7	84	41,065	26	40,338	14.4	91	48,240	11	48,979	15.5	105	7,902
Seymour	358	28,073	9.7	36	30,191	358	28,961	11.1	34	33,166	355	34,925	12.5	28	4,205
Sheffield-Chapin	247	32,080	15.6	26	32,184	296	31,166	13.2	29	37,544	258	38,857	15.8	26	6,378
Sheldon	34	38,939	16.2	63	41,424	34	39,572	17.5	64	44,478	60	47,015	16.1	65	4,906
Shenandoah	157	34,300	16.5	83	35,577	178	34,358	16.6	80	40,489	160	41,843	16.2	82	6,131
Sibley-Ocheyedan	49	37,555	18.3	59	39,782	57	37,990	19.1	58	39,984	180	41,685	15.5	56	1,994
Sidney	270	31,531	15.2	39	32,451	282	31,550	15.6	37	34,245	333	35,559	16.1	36	2,695
Sigourney	328	29,581	10.8	64	30,981	327	30,260	11.4	62	34,401	330	35,906	11.7	57	4,141
Sioux Center	6	41,073	16.1	63	43,025	9	41,426	16.4	61	49,252	6	50,636	16.3	71	7,826

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District	FY 2001				FY 2002 - Initial Year of Student Achievement/Teacher Quality					FY 2007					Average Reg. Salary Change FY 2007 Vs. FY 2002
	Average Total Salary Rank in FY	FY 2001 Average	FY 2001 Average Total Experience	FY 2001 Number of Full-Time Teachers	FY 2002 Average Total Salary	Average Regular Salary Rank in FY 2002	FY 2002 Average Regular Salary	FY 2002 Average Total Experience	FY 2002 Number of Full-time Teachers	FY 2007 Average Regular Salary	Average Regular Salary Rank in FY 2007	FY 2007 Average Total Salary	FY 2007 Average Total Experience	FY 2007 Number of Full-time Teachers	
	2001	Total Salary		Teachers	Total Salary		Salary		Teachers	Regular Salary	Rank in FY	Total		Teachers	
Sioux Central	298	\$ 30,706	13.2	41	\$ 31,810	303	\$ 31,023	13.4	46	\$ 34,611	327	\$ 35,650	14.7	45	\$ 3,588
Sioux City	7	41,058	16.1	930	42,996	4	42,563	16.5	948	48,556	9	49,131	16.4	910	5,992
Solon	121	35,207	12.7	61	38,105	88	36,584	12.5	61	40,871	143	42,252	11.8	79	4,287
South Clay	337	29,138	14.1	7	31,297	290	31,297	15.1	7	35,757	302	35,757	15.0	8	4,460
South Hamilton	87	36,125	14.1	54	36,563	156	34,688	13.5	55	40,689	155	42,562	13.6	62	6,001
South O'Brien	74	36,547	17.5	59	36,992	131	35,283	15.9	58	44,370	62	46,378	19.7	46	9,087
South Page	360	28,022	12.5	31	29,472	365	28,458	13.1	29	30,475	371	31,963	14.6	24	2,017
South Tama County	189	33,441	16.8	113	34,547	204	33,740	16.3	116	38,445	233	39,408	14.7	119	4,705
South Winneshiek	127	35,098	17.6	48	36,963	107	35,967	18.6	49	42,661	90	43,894	18.6	43	6,693
Southeast Polk	35	38,440	14.0	279	40,564	32	39,680	13.8	289	47,548	18	48,527	12.9	338	7,868
Southeast Warren	293	30,851	12.0	47	32,613	292	31,233	12.9	46	37,842	254	39,435	14.2	46	6,609
Southeast Webster Grand	261	31,667	13.7	49	33,783	239	32,744	12.0	52	40,917	141	42,465	15.0	53	8,173
Southern Cal	254	31,957	15.0	54	33,089	270	32,036	15.0	55	38,424	234	39,691	18.7	48	6,388
Spencer	44	38,095	17.0	144	40,290	42	39,174	17.8	142	45,720	37	46,799	17.5	135	6,546
Spirit Lake	72	36,777	15.9	80	38,578	69	37,374	16.0	80	45,859	32	47,255	16.4	79	8,485
Springville	289	31,008	14.6	33	32,766	286	31,449	14.5	36	32,998	357	34,703	11.1	36	1,549
St Ansgar	65	36,991	17.1	44	40,516	45	38,999	17.7	47	46,340	25	48,417	17.5	48	7,341
Stanton	166	34,014	15.2	23	33,994	271	31,938	14.9	23	37,027	277	39,311	17.9	21	5,089
Starmont	167	34,005	16.0	64	35,034	187	34,063	15.8	63	39,635	194	40,724	15.7	64	5,572
Storm Lake	51	37,453	13.7	126	39,064	62	37,823	14.7	125	44,567	59	45,802	16.3	137	6,744
Stratford	304	30,439	9.1	9	32,308	274	31,882	9.7	9	41,268	130	41,310	14.1	10	9,386
Sumner	38	38,400	19.8	41	40,023	47	38,689	19.0	41	45,285	48	46,557	18.6	34	6,596
Terril	309	30,268	13.4	18	32,657	311	30,800	13.9	17	30,402	372	31,052	8.9	13	- 399
Tipton	260	31,695	13.8	64	34,787	223	33,157	14.1	65	37,084	269	39,447	12.2	61	3,928
Titonka Consolidated	344	28,971	13.6	17	32,223	298	31,063	14.8	16	35,863	298	36,695	15.9	16	4,801
Treynor	193	33,392	16.6	35	36,398	149	34,996	17.2	36	39,199	208	41,053	16.9	44	4,204
Tri-Center	180	33,678	14.7	52	36,664	136	35,218	15.1	53	42,747	86	44,320	13.9	54	7,529
Tri-County	372	26,478	9.2	35	29,983	361	28,685	10.1	34	30,183	373	31,982	9.4	31	1,498
Tripoli	104	35,482	17.5	32	37,321	108	35,966	16.6	30	37,484	260	38,808	13.1	34	1,518
Turkey Valley	128	35,098	17.5	48	36,858	137	35,202	18.0	49	40,684	156	43,126	17.8	43	5,482
Twin Cedars	312	30,205	13.8	38	30,997	334	29,932	12.3	40	33,656	345	34,996	10.3	37	3,724
Twin Rivers	364	27,811	11.0	22	29,796	360	28,815	10.4	22	35,007	321	36,434	13.8	16	6,191
Underwood	209	33,066	12.8	50	35,351	189	34,034	13.3	49	40,026	177	41,535	14.8	50	5,992
Union	206	33,092	14.9	80	33,891	250	32,545	14.1	80	35,066	316	36,390	15.0	77	2,521
United	229	32,489	11.9	30	36,035	105	35,976	14.2	27	42,683	89	42,683	18.9	10	6,707
Urbandale	70	36,800	13.8	214	39,462	43	39,083	14.0	216	42,387	100	43,712	12.2	243	3,304
Valley	199	33,202	11.6	39	35,850	157	34,675	12.7	38	42,755	85	43,610	15.1	37	8,080
Van Buren	332	29,414	11.0	69	31,987	301	31,041	11.2	65	35,786	300	36,931	12.1	56	4,745
Van Meter	251	32,029	13.6	39	34,134	234	32,856	14.5	39	37,738	256	39,031	12.8	43	4,882
Ventura	340	29,094	10.4	31	30,449	350	29,360	10.7	31	33,968	339	35,454	14.0	31	4,608
Villisca	186	33,530	16.5	31	35,608	177	34,366	17.2	31	39,155	210	41,125	18.5	33	4,788
Vinton-Shellsburg	113	35,331	14.9	136	37,327	87	36,598	14.8	139	42,596	93	43,494	15.5	135	5,999
Waco	204	33,119	13.4	42	34,475	222	33,177	13.6	43	36,625	285	38,032	13.2	47	3,448
Wall Lake View Auburn	256	31,913	17.3	45	33,365	254	32,334	17.4	39	36,283	291	36,524	15.6	37	3,949
Walnut	334	29,159	16.3	22	31,645	315	30,636	14.8	23	38,959	211	40,943	15.4	18	8,323
Wapello	165	34,035	14.6	55	35,113	198	33,887	14.7	57	39,234	204	40,608	13.6	62	5,347
Wapsie Valley	231	32,446	15.0	47	34,589	219	33,275	16.0	46	38,567	230	40,066	16.8	43	5,292
Washington	97	35,665	15.6	122	37,206	102	36,033	15.1	124	42,483	96	43,931	15.6	125	6,451
Waterloo	33	38,983	16.3	674	40,245	39	39,306	15.6	690	43,847	68	44,690	14.4	725	4,542
Waukeo	241	32,216	9.1	158	34,632	207	33,661	9.0	186	42,063	109	42,954	8.2	312	8,402
Waverly-Shell Rock	20	39,788	19.7	113	42,229	16	41,126	20.4	111	46,509	24	47,812	16.7	114	5,383
Wayne	305	30,421	12.9	62	31,623	306	30,988	13.4	61	34,709	324	35,656	15.2	55	3,721
Webster City	86	36,269	16.0	109	38,846	60	37,924	15.8	115	43,433	76	44,426	16.0	114	5,509
West Bend-Mallard	294	30,824	14.1	40	31,395	320	30,437	13.7	42	33,360	351	34,828	14.7	38	2,924
West Branch	238	32,276	11.8	60	32,791	276	31,728	10.8	62	38,100	242	39,594	13.4	59	6,372
West Burlington Ind	185	33,552	13.1	49	34,888	203	33,747	12.4	51	39,509	197	40,777	12.5	49	5,762
West Central	133	34,954	20.6	27	36,395	142	35,139	19.5	28	38,185	241	39,762	17.7	26	3,046
West Central Valley	314	30,099	11.1	67	31,168	326	30,313	10.8	70	35,726	303	36,695	13.6	76	5,414

Legislative Services Agency

Appendix B

District	FY 2001				FY 2002 - Initial Year of Student Achievement/Teacher Quality					FY 2007					Average Reg. Salary Change FY 2002 Vs. FY 2007
	Average Total Salary Rank in FY	FY 2001 Average	FY 2001 Average Total Experience	FY 2001 Number of Full-Time Teachers	FY 2002 Average Total Salary	Average Regular Salary Rank in FY 2002	FY 2002 Average Regular Salary	FY 2002 Average Total Experience	FY 2002 Number of Full-time Teachers	FY 2007 Average Regular Salary	Average Regular Salary Rank in FY 2007	FY 2007 Average Total Salary	FY 2007 Average Total Experience	FY 2007 Number of Full-time Teachers	
	2001	Total Salary		Teachers	Total Salary		Salary		Teachers	Salary		Salary		Teachers	
West Delaware County	55	\$ 37,337	15.9	124	\$ 38,973	58	\$ 37,964	16.4	123	\$ 42,633	91	\$ 44,112	16.1	117	\$ 4,668
West Des Moines	19	39,799	13.6	511	41,867	17	40,963	13.3	522	47,869	12	48,846	12.9	535	6,907
West Hancock	232	32,430	12.5	54	33,723	273	31,892	13.0	55	38,631	227	40,545	16.2	39	6,739
West Harrison	228	32,539	14.1	42	34,809	237	32,772	14.1	42	39,232	205	41,089	15.7	38	6,460
West Liberty	150	34,397	14.4	88	34,909	197	33,909	13.9	89	37,934	250	38,907	11.4	98	4,024
West Lyon	125	35,139	16.6	57	35,862	155	34,756	17.2	57	42,612	92	44,202	20.7	47	7,856
West Marshall	263	31,600	13.0	57	33,349	263	32,135	13.2	59	37,223	265	38,630	13.6	59	5,088
West Monona	255	31,946	16.2	56	33,982	228	33,040	16.2	60	38,363	235	39,703	15.3	55	5,323
West Sioux	216	32,837	15.3	57	33,706	248	32,556	14.6	59	40,944	138	41,874	15.5	59	8,388
Western Dubuque	21	39,784	21.2	182	41,347	27	40,299	20.9	185	41,071	134	42,521	14.0	205	773
Westwood	242	32,214	13.2	48	33,552	255	32,313	14.4	49	39,219	206	40,644	16.5	47	6,905
Whiting	296	30,771	14.5	24	32,284	299	31,061	16.0	21	33,310	353	35,026	14.0	21	2,249
Williamsburg	173	33,821	12.9	79	35,221	202	33,758	13.2	83	39,955	182	41,729	14.4	89	6,197
Wilton	235	32,330	15.4	64	35,342	185	34,069	15.0	65	41,538	121	43,001	15.0	64	7,469
Winfield-Mt Union	175	33,809	13.7	29	35,680	179	34,333	13.8	32	37,148	267	38,576	14.0	38	2,815
Winterset	67	36,908	15.8	112	37,776	91	36,493	15.6	110	42,807	84	44,738	15.3	117	6,314
Woden-Crystal Lake	357	28,195	12.9	19	29,456	371	27,850	13.3	17	32,391	363	34,464	13.0	15	4,541
Woodbine	221	32,701	13.8	32	34,691	232	32,885	14.2	34	40,123	172	41,687	16.0	41	7,237
Woodbury Central	160	34,221	14.5	42	36,305	129	35,400	16.1	41	41,654	119	42,779	16.7	40	6,254
Woodward-Granger	219	32,741	13.4	47	35,559	171	34,469	12.9	46	37,034	275	38,617	10.9	60	2,565
AEA 1	78	36,445	14.3	4	38,042	55	38,042	18.0	5	43,861	67	43,861	14.2	16	5,819
AEA 8	156	34,302	13.2	44	35,610	119	35,610	14.6	49	47,547	19	47,547	18.2	32	11,937
AEA 267	95	35,852	14.2	198	37,289	72	37,289	13.8	206	42,479	97	42,479	14.1	237	5,190
AEA 9	22	39,670	14.2	22	40,888	19	40,888	16.1	23	50,743	2	50,743	15.8	26	9,855
AEA 10	63	37,013	10.8	23	38,038	56	38,038	10.8	24	47,636	15	47,636	14.4	29	9,598
AEA 11	9	40,797	14.6	37	42,400	5	42,400	15.2	36	50,876	1	50,876	17.3	42	8,476
AEA 412	26	39,326	17.3	39	41,340	11	41,340	18.2	38	49,425	5	49,425	19.9	37	8,086
AEA 13	215	32,843	14.8	17	35,075	146	35,075	14.5	17	41,413	124	41,413	14.4	19	6,338
AEA 14	100	35,538	15.5	8	35,798	118	35,626	14.3	10	43,196	78	43,196	16.8	5	7,570
AEA 15	218	32,764	10.9	19	33,911	196	33,911	11.5	19	40,869	144	40,869	15.9	19	6,957
AEA 16	365	27,771	10.0	13	30,771	312	30,771	12.7	10	37,276	263	37,276	13.9	9	6,504
<b>Maximum</b>		<b>\$ 43,358</b>			<b>\$ 45,850</b>		<b>\$ 44,843</b>			<b>\$ 50,876</b>		<b>\$ 51,632</b>			<b>\$ 12,057</b>
<b>Minimum</b>		<b>23,129</b>			<b>26,282</b>		<b>26,011</b>			<b>27,880</b>		<b>27,880</b>			<b>- 1,135</b>
<b>Range</b>		<b>20,229</b>			<b>19,568</b>		<b>18,832</b>			<b>22,996</b>		<b>23,752</b>			<b>13,192</b>
<b>Median</b>		<b>33,441</b>			<b>35,221</b>		<b>34,034</b>			<b>39,791</b>		<b>41,107</b>			<b>5,469</b>
<b>Average</b>		<b>36,479</b>			<b>38,230</b>		<b>37,243</b>			<b>42,922</b>		<b>44,062</b>			<b>5,679</b>

Notes:  
 \*East Monona school district dissolved after the 2003-2004 school year.  
 District information is based on existing school districts during the 2006-2007 school year. Data for school districts that reorganized during the years displayed has been combined to reflect the current district. These include:

Defield and Stuart-Menio reorganized to West Central Valley, Burt and Algona reorganized to Algona, Wellsburg-Steamboat Rock and Ackley-Geneva reorganized to AGWSR, Lettles Rock and George reorganized to George-Little Rock, AEA 5 and AEA 3 reorganized to AEA 8, AEA 2, AEA 6, and AEA 7 reorganized to AEA 267, Parkersburg and Applington reorganized to Applington-Parkersburg, Fox Valley and Van Buren reorganized to Van Buren, Garnavillo and Guteenberg reorganized to Clayton Ridge, Grand and Southeast Webster reorganized to Southeast Webster-Grand, AEA 4 and AEA 12 reorganized to AEA 412. Averages and counts are based on full-time licensed staff with at least one teaching position code.

Sources:  
 Iowa Department of Education, Basic Educational Data Survey (BEDS), Licensed Staff files.  
 Legislative Services Agency calculations.